

Annual EEO Public File Report

August 1, 2012 thru July 25, 2013

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
Channel 23 Limited Partnership – WWME-CA
Weigel Broadcasting Co. – WMEU-CA

WCIU-TV Limited Partnership, Channel 23 Limited Partnership and
Weigel Broadcasting Co. Are Equal Opportunity Employers

Job Vacancies Filled During Reporting Period

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee(s)	No. of Interviewees Per Source	Hiree Referral Source
1.	Account Executive	1/29/13	2	Wciu.com	2	wciu.com
2.	Accounting Clerk	6/10/13	3	Wciu.com	3	Wciu.com
3.	Brand Director	3/29/13	2	Wciu.com	2	Wciu.com
4.	Creative Director	4/15/13	4	Agency Referral	4	Agency Referral
5.	Engineer	1/21/13	3	Industry Referral Craigslsit.com Wciu.com	1 1 1	Internal referral Craigslsit.com
6.	Graphic Designer	6/25/13	3	Internal referral Wciu.com	2 1	Internal referral
7.	Master Control Operator	4/1/13	3	Wciu.com Craigslsit.com	1 2	Craigslsit.com
8.	Operations Supervisor	5/28/13	1	Wciu.com	1	Wciu.com
9.	Sales Assistant	10/15/12	2	Wciu.com Internal referral	1 1	Wciu.com
10.	National Sales Assistant	5/14/13	2	Wciu.com Craigslsit.com	1 1	Craigslsit.com
11.	On-Air Promotion Producer	4/29/13	5	Wciu.com Internal referral Craigslsit.com	2 2 1	Wciu.com Internal referral
12.	Programming Planner	1/28/13	3	Wciu.com Internal referral	2 1	Wciu.com
13.	Senior Web Developer	8/27/12	3	Wciu.com	3	Wciu.com
14.	Traffic Copy Editor	4/8/13	5	Internal candidate Internal referral Wciu.com	1 2 2	Internal referral
15.	Traffic Log Editor	7/1/13	3	Wciu.com Craigslsit.com Internal referral	1 1 1	Craigslsit.com Internal referral
16.	Executive Assistant	4/1/13	5	Agency Referral	5	Agency Referrals
17.	Producer	7/22/13	7	Craigslsit.com Tvjobs.com Internal candidate Wciu.com	2 1 3 1	Craigslsit.com
18.	National Sales Asst.	7/15/13	5	Internal Referral Wciu.com	4 1	Internal referral
19.	Sales Assistant	7/30/13	4	Internal Referral	4	Internal Referral

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

For position 1, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 2, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 3, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 4, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. employed a recruitment agency to undertake broad recruitment for the best talent to fill this senior-level position.

For position 5, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 6, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 7, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 8, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 9, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 10, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 11, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 12, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 13, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 14, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 15, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 16, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. employed a recruitment agency to undertake broad recruitment for the best talent to fill this senior-level position.

For position 17, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 18, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

For position 19, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 6, 7, 8, 58, 9, 10, 11, 42, 50, 13, 14, 16, 19, 20, 24, 27, 29, 41 as set forth in Attachment A

There is also attached hereto a description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. to provide them with information about full-time job openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be sent to WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co., 26 North Halsted St., Chicago, IL 60661. WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. are equal opportunity employers.

Attachment A**List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source**

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Ada McKinley Community Services	Cozette Carter	725 S. Wells Ave. Chicago, IL 60607	(312) 554-0600	
2	*Apostolic Church of God	Kathy West	6320 S. Dorchester Ave. Chicago, IL 60637	(773) 256-4153	
3	Asian Human Services	Joyce Mark	4735 N. Broadway Chicago, IL 60640	(773) 728-2235	
4	California Indian Manpower Consortium	Brooke Lockhart	1630 W. Wilson Chicago, IL 60640	(773) 271-2413	
5	Casa Aztlan	Miguel Valdez	1831 S. Racine Chicago, IL 60608	(312) 243-5440	
6	Coalition of African, Asia & Latino Immigrants of IL	Dale Asis	4300 N. Hermitage Ave. Chicago, IL 60613	(773) 784-2900	
7	Columbia College	Matthew Green	600 S. Michigan Ave. Chicago, IL 60605 www.columbiaworks.com	(312) 344-7281	
8	DePaul University	Kara Smith	55 East Jackson Blvd. Chicago, IL 60604	(312) 362-8000	
9	Hispanic Alliance for Career Enhancement	Maria Elena Medina	25 E. Washington #1500 Chicago, IL 60604	(312) 435-0498	
10	IL Employment Training Center at Pilsen	Luis Gonzalez	1657 S. Blue Island Chicago, IL 60608	(312) 243-5100	

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
11	Illinois Center for Broadcasting	Mike Kendall	55 W. 22 nd St. #240 Lombard, IL 60148	(630) 916-1700	
12	Illinois Skills Match	Angela Griffin	www.illinoisskillsmatch.com	(312) 814-3469	
13	Jewish Vocational Service	Sally Yarberry	216 W. Jackson #700 Chicago, IL 60606	(312) 673-3400	
14	Korean American Community Svcs.	Harold Shin	4300 N. California Ave. Chicago, IL 60618	(773) 583-5501	
15	Medialine	Mark Shilstone	www.medialine.com	(800) 237-8073	
16	National Black MBS Association	Adella Green	180 N. Michigan Ave Chicago, IL 60601	(312) 236-2622	
17	National Council of Negro Women	Claudette MacFarland	7426 S. Constance Ave. Chicago, IL 60649	(773) 363-0441	
18	Native American Educational Svcs.	Tim Murphy	2838 W. Peterson ST. Chicago, IL 60659	(773) 761-5000	
19	Northeastern IL University	Kathy Duffy	5500 N. St. Louis Ave. Chicago, IL 60625	(773) 585-4050	
20	Richard J. Daley College	Demetrius Robinson	7500 S. Pulaski Chicago, IL 60652	(773) 838-7935	
21	Robert Morris College	Bonnie Boersma	401 S. State St. Chicago, IL 60605	(312) 935-4026	

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
22	Self-Help Jobs Program	Caesar Brown	10858 S. Michigan Ave. Chicago. IL 60628		
23	SER Jobs for Progress	Israel Feliciano	1116 N. Kedzie Chicago, IL 60651	(773) 227-3377	
24	National Latino Education Inst.	Mary Gonzalez-Koenig	2011 W. Pershing Rd. Chicago, IL 60609	(773) 247-0707	
25	Spots 'N Dots	Dai Korba	167 Oakdale Rd. Johnson City, NY 13790	(888) 884-2630	
26	Training Alliance of Chicago	Lala Mitchell	11 East Adams #300 Chicago, IL 60603	(312) 913-2150	
27	TV Jobs.com	Mark Halloway	www.tvjobs.com	(760) 754-2115	1
28	Yisrael Enterprises, Inc.	Career Placement	5404 W. Division St. Chicago, IL 60651	(773) 261-9664	
29	WCIU Website	Martin Varghese	www.wciu.com		25
30	Weigel Broadcasting Co. Internal Posting	Martin Varghese	26 N. Halsted St. Chicago, IL 60661	(312) 705-2667	17
31	Graham Newell Marketing Industry Newsletter	Graham Newell	gnewell@602communications.com		
32	Monster.com	N/A	Monster.com		
33	Tvgigsonline.com	N/A	Tvgigsonline.com		
34	Yahoo.com	N/A	Yahoo.com		

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
35	Casa Central	Griselda Aguirre	1343 N. California Chicago, IL 60622	(773) 645-2300	
36	Entertainment-careers.net	N/A	Entertainmentcareers.net		
37	Hispanic-jobs.com	N/A	Hispanic-jobs.com		
38	Illinois Broadcasters Assoc.	Dennis Lyle	300 N. Pershing St. Energy, IL 62933	(618) 942-2139	
39	Operation PUSH	Fannie Smith	930 E. 50 th St. Chicago, IL 60615	(773) 373-3366	
40	Traffic Guild of America	N/A	www.tdga.org	(888) 988-9808	
41	Craigslist.com		www.craigslist.com		8
42	IL. Institute of Art	Tisha Littlejohn tlittlejohn@aia.edu	180 N. Wabash Chicago, IL 60601	(312) 777-8561	
43	ProductionHub.com, Inc.	Lauren Memberg	801 W. Fairbanks Ave. Winter Park, FL 32789	(800) 629-4122	
44	Hotjobs.com		www.hotjobs.com		
45	Chicago Career Center	Doug Nestingen	10456 S. Halsted Chicago, IL 60606	(773) 233-4364	
46	Media Bistro		www.mediabistro.com		
47	DePaul University	Kara Smith	55 East Jackson Blvd. Chicago, IL 60604	(312) 362-8000	
48	Cynopsis Media		www.cynopsis.com		
49	Media Week		www.mediaweek.com		
50	Instituto Del Progreso Latino	Nancy Morales-Cruz	2570 S. Blue Island Ave. Chicago, IL 60608	(773) 890-0055	
51	CEDA	Ira Williams	208 South LaSalle Chicago, Illinois 60604		

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
52	D. Brown Enterprises	Danita Brown	7447 South Shore Drive Chicago, Illinois 60649		
53	Harry S. Truman College	Beverly Harris	1145 West Wilson Chicago, Illinois 60640	(773) 878-1700	
54	Harold Washington College	James W. Sloss	30 East Lake Street Chicago, Illinois 60601		
55	Inside Training Systems	Stanley Martin	4343 W. 123 rd Street Alsip, Illinois 60803		
56	Lakeland College	Ken Beno	5001 Lake Land Blvd. Mattoon, Illinois 61938		
57	Malcolm X College	Robert Kelly	1900 W. Van Buren Chicago, Illinois 60612		
58	DeVry Institute of Technology	Inieke Udoiwod	3300 N. Campbell Chicago, Illinois 60618	(773) 929-7837	
59	Kennedy King College	William Burke	6800 W. Wentworth Chicago, Illinois 60621		
60	Pilsen Neighbors Community Council	Claudia Marchan	2026 S. Blue Island Chicago, Illinois 60608	(312) 666-2663	
61	Loyola University	Alysson Miller	careercenter@luc.edu	(773) 508-7716	
62	Mediamatch		Mediamatch.com		

**Asterisk denotes recruitment sources that requested job notification announcements*

Other Interview Sources:

Source	Contact	Address	Telephone	Total No. of Interviewees Referred
Various Broadcasting Industry Referrals				10
WCIU Int. Referral				4

Total 65

Annual EEO Public File Report

August 1, 2012 thru July 31, 2013

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
Channel 23 Limited Partnership – WWME-CA
Weigel Broadcasting Co. – WMEU-CA

Statement of Supplemental EEO Outreach Activities:

Date of Station Participation:	October 23, 2012
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Neal Sabin, President of Content, Networks
Host/Sponsor of Activity:	Depaul University

Date of Station Participation:	October 29, 2012
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Sally Zikas
Host/Sponsor of Activity:	Providence Catholic School

Date of Station Participation:	August 1, 2012 through July 31, 2013
Type of Activity Under EEO Rule:	Internship Program
Participating Employees:	Martin Varghese, Internship Coordinator Erika Pollard, Internship Coordinator Molly Kelly, Marketing/Promotion Liz O'Neill, Educational Programming Jim Roche, On-Air Promotion Jim Marketti, This Network Harvey Moshman, First Business Seth Pfeiffer, You & Me This Morning
Host/Sponsor of Activity:	WCIU-TV/You & Me Internship (1 position) – Fall 2012 WCIU-TV/ Ed. Programming Internship (1 position) – Fall 2012 WCIU-TV/On-Air Prom Internship (1 position) – Fall 2012 WCIU-TV/Production Internship (2 positions) – Fall 2012 WCIU-TV/On-Air Promo Internship (1 position) – Spring 2012 WCIU-TV/Ed. Programming Internship (2 positions) – Spring 2012 WCIU-TV/Production Internship (2 positions) – Spring 2012 WCIU-TV/ Promotions Internship (1 positions) – Spring 2012 WCIU-TV/Production Internship (2 positions) – Summer 2013 WCIU-TV/ Ed. Programming Internship (1 position) – Summer 2013 WCIU-TV On-Air Promo Internship (1 positions) – Summer 2013 WCIU-TV/You & Me Internship (3 position) – Summer 2013

Date of Station Participation:	February 28, 2013
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Martin Varghese, Corporate Director of Human Resources

Host/Sponsor of Activity:	University of Illinois Chicago

Date of Station Participation:	May 4, 2013
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Martin Varghese, Corporate Director of Human Resources
Host/Sponsor of Activity:	Tribeca Flashpoint Academy

Date of Station Participation:	August 1, 2010- July 31, 2011
Type of Activity Under EEO Rule:	Posting upper level positions with Job Bank whose membership includes substantial numbers of women and minorities
Participating Employees:	Martin Varghese, Corporate Director of Human Resources
Host/Sponsor of Activity:	Illinois Broadcaster's Association

Date of Station Participation:	June 7, 2013
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Erika Pollard Mitchem, Production Coordinator
Host/Sponsor of Activity:	Duke Ellington School